

## **PROPOSAL FOR AMENDMENTS TO FORMER FIRST ENGINEERING RATES OF BASIC PAY (Updated 28<sup>th</sup> August 2010)**

### **1. Proposal**

This proposal is part of the financial offer for the work practice changes associated with the “Restructuring Maintenance” organisational change.

The company will increase by 10% the basic rates of pay of the former First Engineering operational employees based in Scotland graded IA, IT, SIT and, with the exception of those who occupy Assistant Section Manager and equivalent posts, those employees graded ITO.

The increase to basic rates will be achieved through a consolidation of Roster Premium (RP) earnings and adjustment of overtime rate. Rates of RP will be reduced to offset the increase to basic rates.

### **2. New rates of pay**

The new rates of basic pay will be as follows:

	<b>IA</b>	<b>IT</b>	<b>SIT</b>	<b>ITO</b>
Current rates	£16,548	£17,798	£20,842	£25,361
New rates - based on 10% increase	£18,203	£19,578	£22,926	£27,897

The new rates of pay will become effective from a date to be agreed, but no later than the date of implementation of the new organisational structure.

### **3. New rates of Roster Premium**

The revised rates of Roster Premium will be as follows:

		<b><u>Number of night turns</u></b>			
		<b>0</b>	<b>1 in 4</b>	<b>1 in 2</b>	<b>3 in 4</b>
<b><u>Number of weekend turns</u></b>		0	0	0	2 %
	<b>1 in 4</b>	0%	7%	9%	11.5%
	<b>2 in 4</b>	9%	15%	18%	20.5%
	<b>3 in 4</b>	13%	20.5%	22.5%	25%

These rates are to be read off at the appropriate commitment level

#### **4. Pensions**

The additional 10% of basic pay will be subject to a Pension Restructuring Premium for those employees in the RPS and be pensionable for forward service only from the date of implementation.

#### **5. Overtime premium**

Overtime premium will be adjusted from 50% to 37% to maintain overall earnings profile.

#### **6. Shift Change and On Call Premium**

Shift change premium will be adjusted from 50% to 37%. Hours worked when on call will be paid at time plus 37%\*

Note \* for the sake of clarity the current premium rate of 50% will be adjusted to 37% in all circumstances it applies within the current Terms & Conditions